

# Comparisons of Job Characteristics

**Focus Occupation:** [Mental Health and Substance Abuse Social Workers \(21-1023\)](#)

**Associated Occupation:** [Mental Health Counselors \(21-1014\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 99

**Focus Occupation:** Mental Health and Substance Abuse Social Workers (21-1023)

**Associated Occupation:** Mental Health Counselors (21-1014)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Psychology	6.4	23.2	22.5	0	Current knowledge level may be sufficient
Therapy and Counseling	3.8	23.2	23.8	0	Current knowledge level may be sufficient
Customer and Personal Service	11.3	17.1	20.6	>>	Current knowledge level is likely more than sufficient
Sociology and Anthropology	4.1	14.1	16.5	>	Current knowledge level is likely sufficient
Philosophy and Theology	3.2	10.5	11.0	0	Current knowledge level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 97

**Focus Occupation:** Mental Health and Substance Abuse Social Workers (21-1023)

**Associated Occupation:** Mental Health Counselors (21-1014)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Active Listening	11.0	20.1	15.0	<<	Extensive development of skills in this area may be required
Social Perceptiveness	9.1	19.5	18.8	0	Current skill level may be sufficient
Speaking	10.8	16.5	14.6	<	A higher skill level may be required
Service Orientation	7.9	15.9	14.5	0	Current skill level may be sufficient
Monitoring	9.9	14.2	12.8	<	A higher skill level may be required
Judgment and Decision Making	9.4	14.1	10.6	<<	Extensive development of skills in this area may be required
Persuasion	7.4	13.8	11.2	<	A higher skill level may be required
Learning Strategies	7.2	12.0	11.7	0	Current skill level may be sufficient
Science	4.5	11.9	10.6	<	A higher skill level may be required

Negotiation	6.8	11.4	10.7	0	Current skill level may be sufficient
Operations Analysis	5.0	11.4	10.1	<	A higher skill level may be required
Systems Analysis	6.5	11.2	9.4	<	A higher skill level may be required
Systems Evaluation	6.4	11.0	9.1	<	A higher skill level may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 97			
Focus Occupation: Mental Health and Substance Abuse Social Workers (21-1023) Associated Occupation: Mental Health Counselors (21-1014)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	17.8	16.0	<	Some improvement in abilities may be required
Oral Comprehension	12.5	17.7	15.7	<	Some improvement in abilities may be required
Problem Sensitivity	11.1	17.5	15.4	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	17.3	14.1	<	Some improvement in abilities may be required
Speech Recognition	9.9	16.5	13.0	<<	Extensive improvement in abilities may be required
Speech Clarity	10.2	16.2	13.2	<	Some improvement in abilities may be required
Written Expression	9.8	15.0	12.8	<	Some improvement in abilities may be required
Fluency of Ideas	7.6	13.5	11.4	<	Some improvement in abilities may be required
Category Flexibility	9.0	12.3	11.4	0	Current ability level may be sufficient
Selective Attention	8.7	12.2	9.1	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 97
Focus Occupation: Mental Health and Substance Abuse Social Workers (21-1023) Associated Occupation: Mental Health Counselors (21-1014)		
Work Activities	Exclusivity of Activity	
Coordinate social service activities with resource providers	77	
Counsel individuals with personal problems	81	
Direct and coordinate activities of workers or staff	3	
Empathize with others during counseling or related services	69	
Evaluate client progress against measurable recorded goals	89	

Evaluate patient response to therapy	78
Follow confidentiality procedures	58
Follow patient observation procedures	71
Manage detailed case records in a social work setting	82
Monitor client progress	84
Recognize physical or emotional abuse	68
Record client's personal data	80
Refer clients to community services or resources	76
Relate to clients' socioeconomic conditions	82
Use agency mission as a guideline in social services delivery	84
Use behavior modification techniques	81
Use conflict resolution techniques	56
Use counseling techniques	60
Use current social research	62
Use grief counseling techniques	76
Use interpersonal communication techniques	10
Use intervention techniques	84
Use interviewing procedures	23
Work with persons with mental disabilities or illnesses	62

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 94

**Focus Occupation: Mental Health and Substance Abuse Social Workers (21-1023)**  
**Associated Occupation: Mental Health Counselors (21-1014)**

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Data management and query software	1
Industry specific software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.